

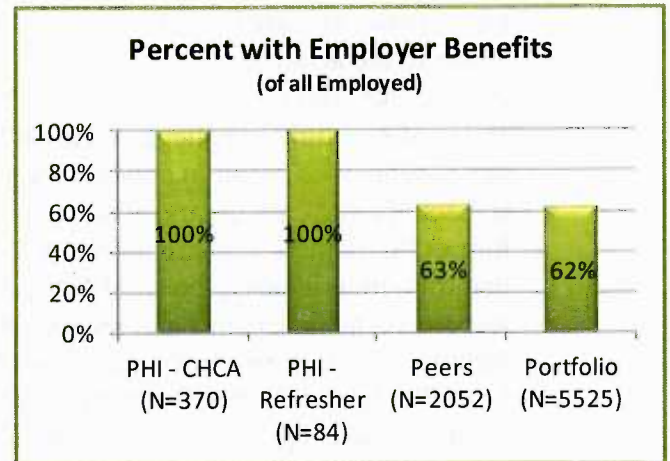
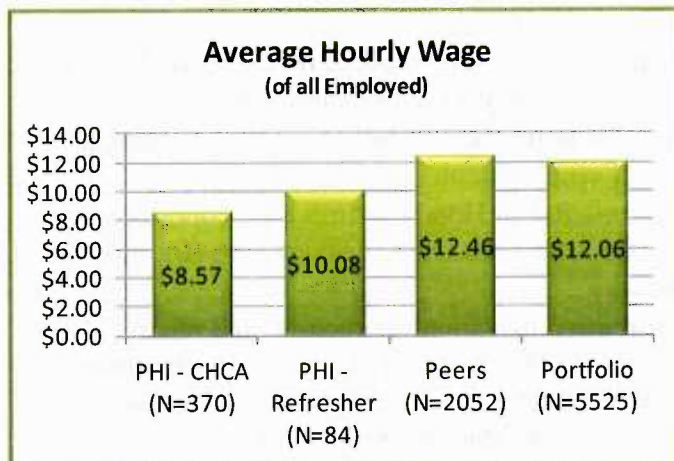
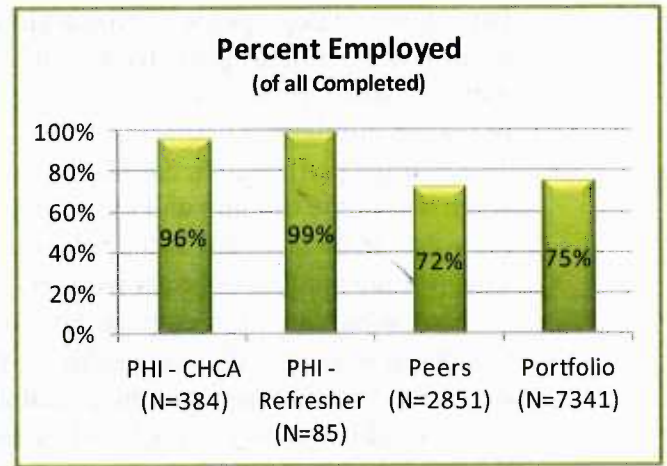
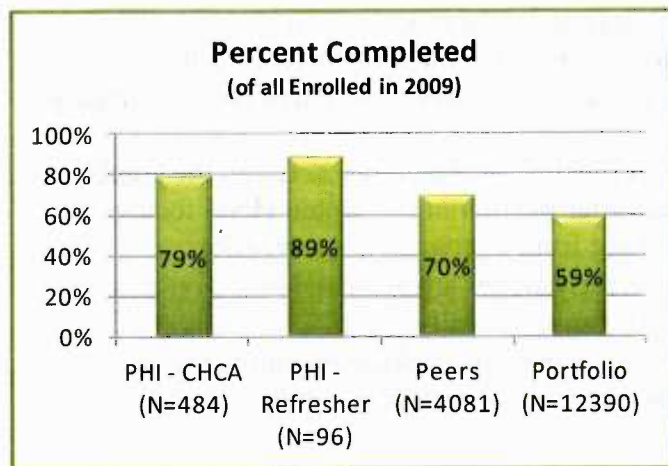
## Paraprofessional Healthcare Institute Comparisons as of August 2011

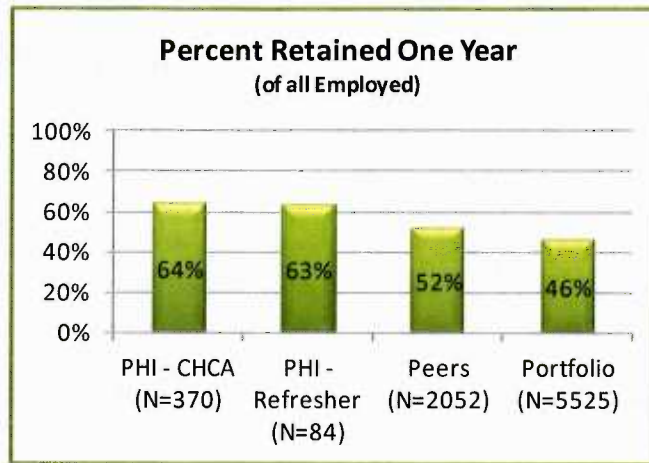
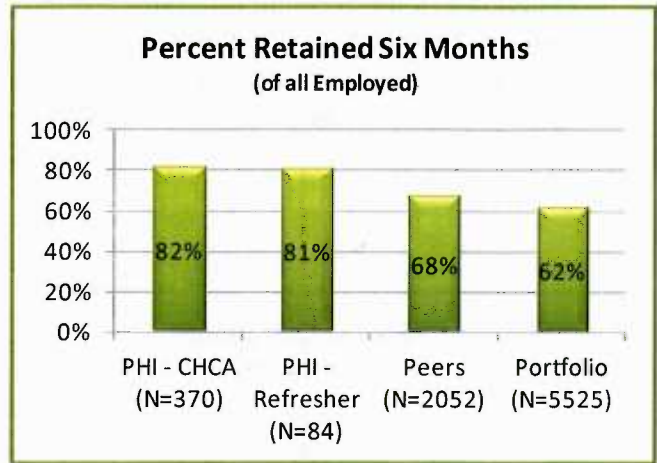
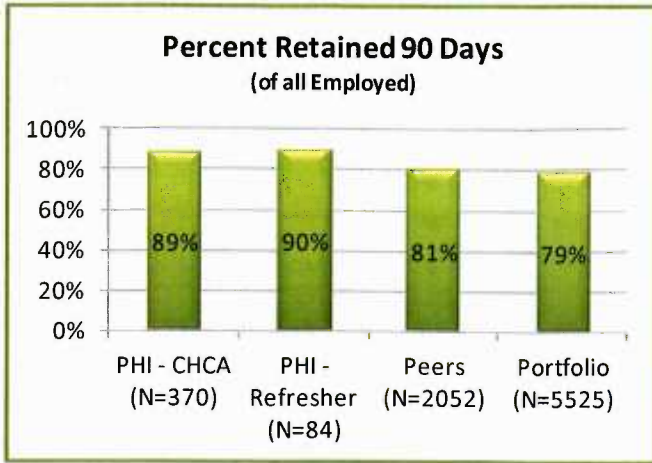
Outcomes were examined and compared between Paraprofessional Healthcare Institute's (PHI) Cooperative Home Care Associates (CHCA), 4-day Refresher program and other job-training programs funded by The Robin Hood Foundation. Robin Hood uses all of the enclosed information in addition to considering other data in assessing an organization's results and the success of the Robin Hood investment. The factors that Robin Hood takes into account in calculating a benefit/cost ratio and in evaluating a group's performance include, but are not limited to, the following:

- Participant demographics — Robin Hood always notes the target constituency as different groups of individuals pose diverse and various barriers to employment (for example, young men and adults entangled with the criminal justice system have a different profile compared to female immigrants).
- The average participant's earnings boost, specifically, the difference between the hourly wage before the training and the hourly wage after the training — Robin Hood focuses on the wage increase as this is the net gain resulting from a program's intervention.
- The average number of hours worked — the hourly wages are pro-rated based on a full-time job which assumes employment for 2,000 hours annually.
- Quality of jobs, specifically, health insurance — a benefits package including health coverage, vacation pay, and the potential for career advancement is significant and carries some weight beyond just the hourly salary.
- Worker advancements such as raises and promotions.
- Second-generation impacts — Robin Hood estimates how much more the children of the participants will earn because of the improved employment status and future prospects of their parents (an impact which depends on family size as well as the percentage of participants who are primary caregivers for their children).
- Value to the acquisition of a G.E.D. — Robin Hood notes the number of youth job-training participants who complete the G.E.D. but who have not yet secured employment.
- Value of enrolling in college — Robin Hood also notes the number of youth job-training participants who enroll in college, regardless of employment.
- Impact of child care grants on parental income — Robin Hood captures the economic impact on mothers who are now able to work because their child is in day care (for groups that train individuals to be child care providers).
- Reports on achievements and improvements in governance, infrastructure, and other technical and best practice issues from PHI — Robin Hood examines regular communication from PHI including the reports to Robin Hood regarding accomplishment or progress of contract goals, agency governance matters, fundraising, data tracking, human resource/board/technology development, as well as other management issues.
- Site visits made by Robin Hood.

Further, in an effort to determine the benefit/cost ratio of its funding, Robin Hood examines the participant outcomes in relation to the amount of the grant and the allocation of that grant. Specifically, Robin Hood examines what percentage of successes it can take credit for, or put another way, whether or not in the absence of its funding, the outcomes would be equally as strong. Using 2009 one-year retention outcomes, PHI-CHCA falls into the top third of the portfolio relative to the other job-training programs in this portfolio.

In 2009, PHI's peers included 22 other Robin Hood-funded job-training programs. These programs serve participants who have similar barriers as the ones served by PHI. The Portfolio consisted of 47 job-training programs funded by Robin Hood in 2009. (No statistical testing was performed.)



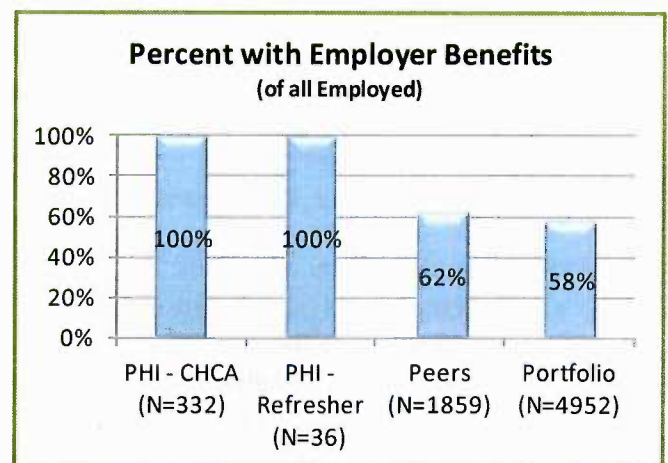
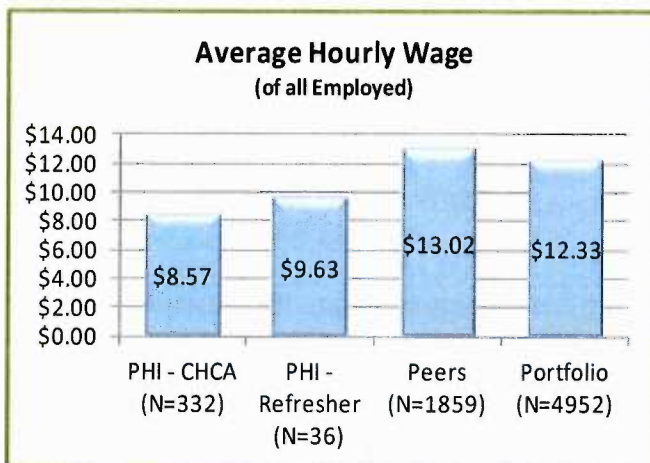
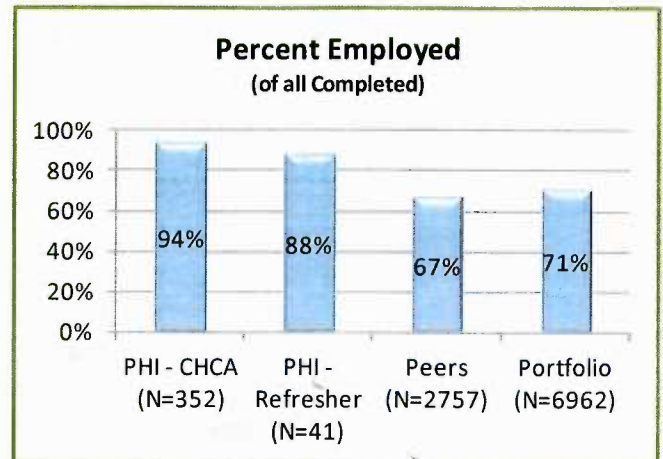
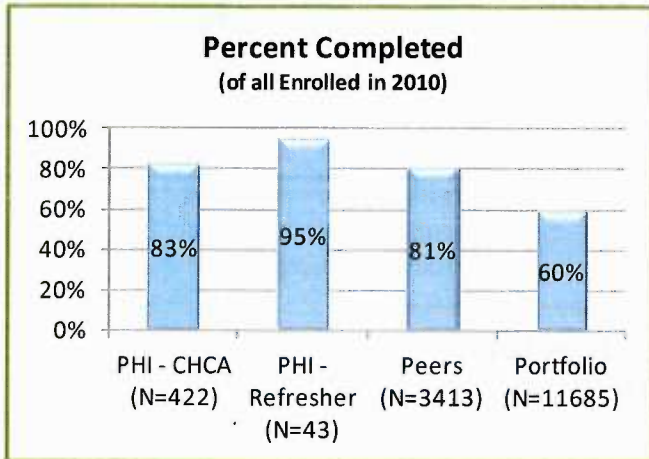


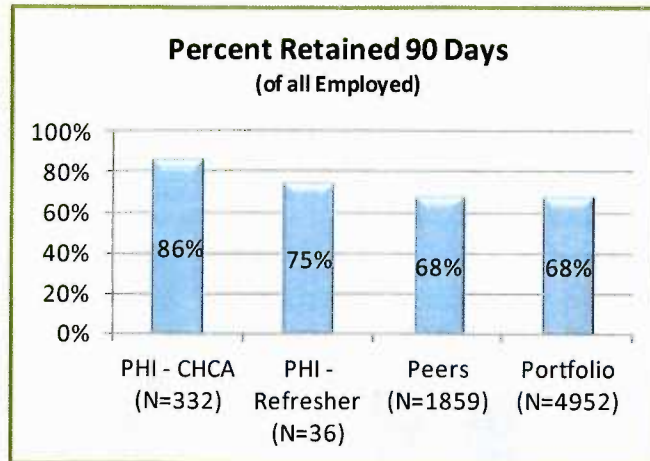
Notes regarding 2009 outcomes:

- Placements are of only those who graduated from the training program. Employment obtained before the conclusion of the training is not included, unless placement is a requirement for graduation. Employment by those participants who did not complete the training program is not included.
- The average hourly wage is prorated based on a 40-hour workweek for 50 weeks per year.
- The percentage of employed graduates includes those who receive health insurance, paid vacation time and/or paid sick time.



Outcomes of job-training programs funded by Robin Hood in 2010 were also examined. PHI's peers in 2010 include 27 other Robin Hood-funded job-training programs which serve participants who have similar barriers as the ones served by PHI. In 2010, the Portfolio consisted of 54 job-training programs funded by Robin Hood. (Again, no statistical testing was performed.)

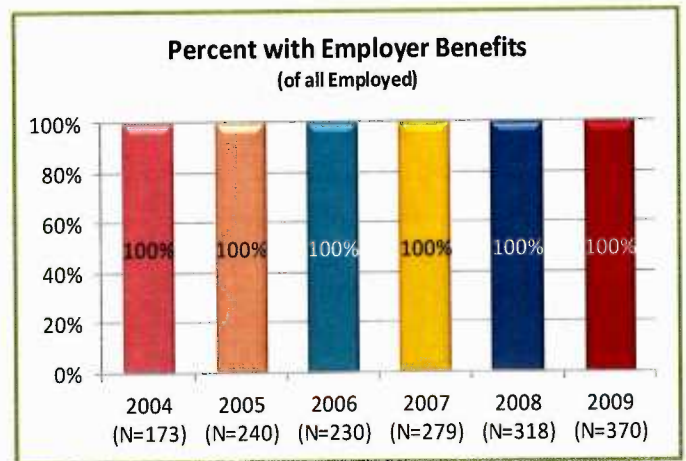
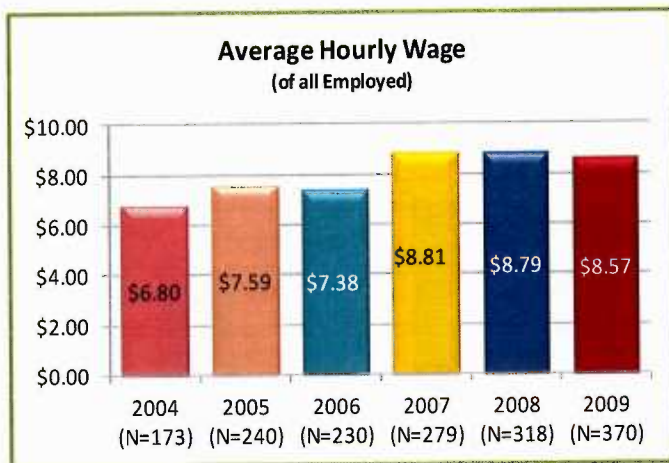
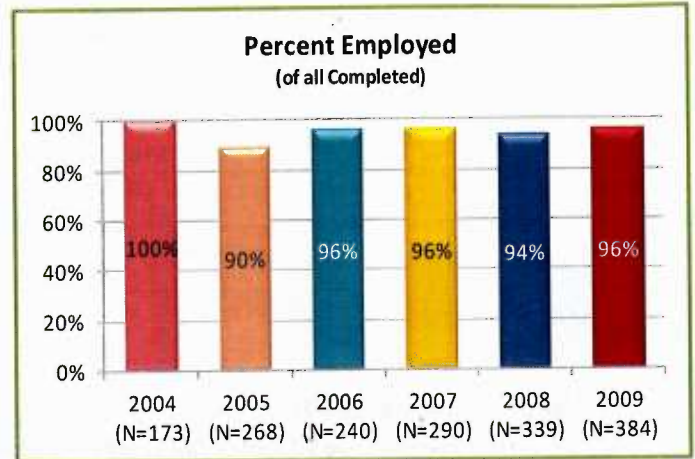
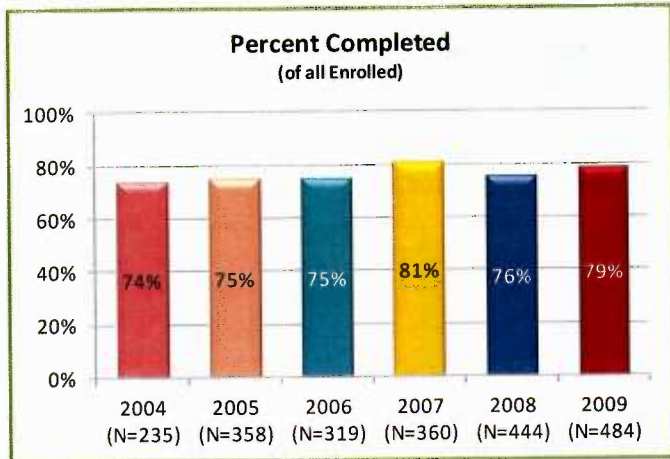




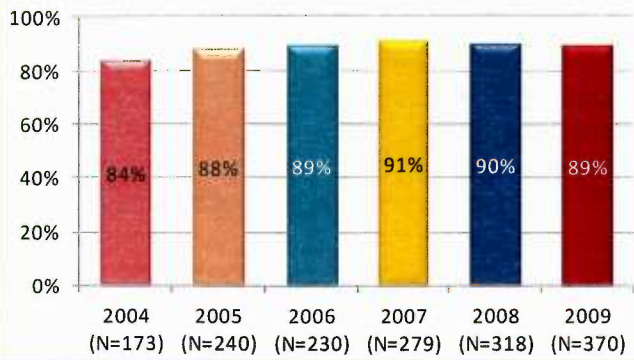
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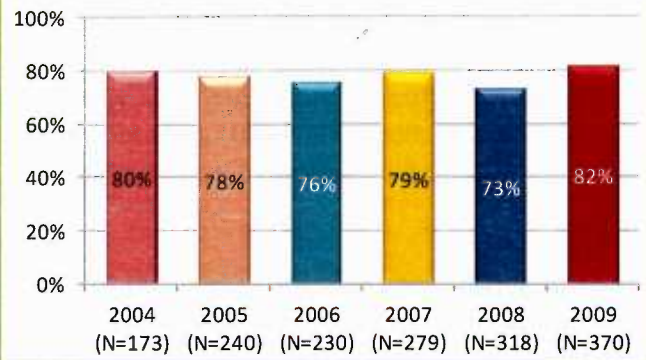
Finally, PHI-CHCA's outcomes over the past several years can also be examined. The following data from the 2004 cohort is from June 15, 2006, the 2005 cohort is from June 7, 2007, the 2006 cohort is as of May 2, 2008, the 2007 cohort is from July 9, 2009, the 2008 cohort is from June, 2010, and the 2009 cohort is from May, 2011.



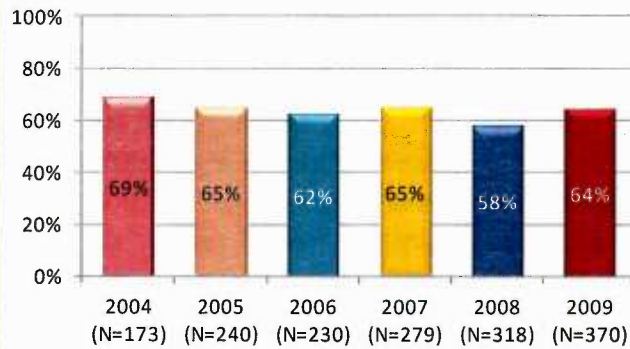
**Percent Retained 90 Days**  
(of all Employed)



**Percent Retained Six Months**  
(of all Employed)



**Percent Retained One Year**  
(of all Employed)



Prepared by Philliber Research Associates with funding from the Robin Hood Foundation.

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